

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A REGULAR MEETING OF THE
FACULTY SENATE HELD ON DECEMBER 14,
1973, IN THE FACULTY CONFERENCE ROOM,
SIXTH FLOOR, LISNER HALL

- 1 President Elliott, who presided, called the meeting to order at 2:10 p.m.

Present: President Elliott, Provost Bright, Registrar Houser, Parliamentarian Stevenson, Albert, Angel, Breen, Brenner, Cassidy, Eisenberg, Feffer, Foa, Grub, Harris, Highfill, Hill, Kaye, Kirsch, Kornhauser for Tillman, Liebowitz, Linden, Morgan, Naeser, Nash, Parrish, Schmidt, Schwoerer, Stevens, Tsangaris, and Vaill.

Absent: Black, Burns, Kramer, Linton, Sapin, Schiff, Smith, and Solomon.

The President recognized Professor Stevens who spoke in memory of Professor George Francis Henigan, Chairman of the Department of Speech and Drama, who died on Saturday, December 8, 1973. Professor Stevens spoke of Professor Henigan's many years of service to the University, to his students, and to his colleagues. At the conclusion of the eulogy, President Elliott asked the Senate to rise for a moment of silent tribute to Professor Henigan. (The eulogy has been made a matter of record and will be forwarded to Mrs. Henigan.)

The minutes of the regular meeting of November 9, 1973, were approved as distributed.

President Elliott called upon Professor Naeser who moved that Item 3 on the agenda entitled "Old Business" (concerning reintroduction and further consideration of Resolution 73/7, "A Resolution Approving Revisions to the Faculty Code and Ordinances") be deferred until all other business on the agenda had been completed, and further moved that a one-hour limit be imposed on the discussion of the revisions to the Code. Professor Stevens seconded the motions, and they were carried unanimously.

- 4 Professor Schwoerer, Chairman of the Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee, requested the privilege of the floor for Professors Wayne and Weintraub, members of the committee, and such privilege was granted. Professor Schwoerer then moved, on behalf of the Appointment, Salary and Promotion Policies Committee, the adoption of Resolution 73/9, "A Resolution Concerning Health Care Benefits," and Professor Stevens seconded the motion. Professor Schwoerer urged adoption of Resolution 73/9 which recommends University participation in a basic health insurance plan as an additional faculty benefit. She stated that the committee had determined that participation by the University in a basic health insurance program was essential in order to obtain a better health coverage plan. She reported that a tabulation of responses by faculty to a questionnaire previously distributed concerning health care benefits indicated that 90% of the respondents felt the University should contribute to the cost of a basic health insurance plan. Professor Kirsch spoke against the resolution contending that the same benefit would have to be extended to non-faculty employees as well, thereby obligating the University to a very large expenditure of money. Professor Weintraub, speaking in support of the resolution, stated that the committee was well aware of the fact that this benefit probably would have to be extended also to non-faculty employees, but that, if the University were a contributing partner, a more beneficial plan could be provided for all employees. Professor Wayne cited the following three basic reasons for

University contribution: (1) It would provide administrative control which is lacking when the University simply provides its employees with a package and any problems incurred must be worked out by the employees themselves with Blue Cross/Blue Shield; (2) The possibility that the greater the percentage of University contribution, the greater the number of employee participation; and (3) The larger number of participants, plus the University contribution, would give employees better coverage at the same cost or the same coverage at a lesser cost. Professor Schwoerer explained that her committee had met with Mr. Van Story, insurance consultant to the University, and he made it plain that if the University were a contributing partner in a health care program, a much better plan could be realized, and she informed the Senate that a report by Mr. Van Story on the whole question of health insurance coverage would be forthcoming shortly. After discussion by Professors Kirsch, Schwoerer, Weintraub, Wayne, Morgan, Harris, Eisenberg, Stevens, Grub, Angel, Highfill, Provost Bright, and Mr. Cantini, Professor Kirsch moved to table the resolution, and Professor Grub seconded. The question was put and the motion was lost. Further discussion followed by Professors Morgan, Stevens, Nash, Kirsch, Wayne, Provost Bright, Mr. Cantini, and Mr. Johnson. Professor Morgan moved to defer consideration of the resolution until the February meeting of the Faculty Senate in order to give members an opportunity to study the Van Story report before acting upon the resolution. Professor Stevens seconded the motion which was carried.

- 5 Professor Stevens, on behalf of the Executive Committee, moved the nomination of Joseph Foa, Professor of Engineering and Applied Science, as Chairman of the Physical Facilities Committee as replacement for Professor Marvin Eisenberg, who resigned from the committee. No nominations were made from the floor, and Professor Foa was elected unanimously.
- 6 Under Announcements, President Elliott read the following letter dated December 3, 1973, addressed to Professor Edwin L. Stevens, Chairman, Executive Committee, from the President regarding the All-University Assembly proposal:

In view of the timeliness and importance of the proposal by the members of the Steering Committee for the Proposed All-University Assembly which recommends the creation of such a body, I am writing to ask if you and members of your organization will (1) conduct such study and discussions of the proposal as you see fit, and (2) convey to me the results of your deliberations.

It is my hope that the months of January and February 1974 will be devoted to these discussions by the interested constituencies of the University. By such a timetable I would hope that March would serve as the period in which the responses of students, faculty, alumni, and non-academic staff of the University could be analyzed and assimilated, leading to appropriate consideration by the Board of Trustees of the overall proposal by late spring or early summer.

Through the cooperation of the "Hatchet" and the Office of Public Relations, copies of the full proposal will be available about December 10 for distribution. Your help and advice on this matter will be deeply appreciated by all who are concerned with the long-range welfare of the University.

Professor Stevens then stated that in response to this letter the Executive Committee recommended the call of a Special Meeting of the Faculty Senate for January 25, 1974, for the purpose of considering the All-University Assembly proposal. After discussion by Professors Hill, Stevens, Nash, Brenner, and Morgan, Professor Stevens stated that if there were no objections, the Executive Committee would send out the agenda for the

Special Meeting, with an accompanying recommendation, if any, of the Executive Committee. No objections were heard and a Special Meeting of the Faculty Senate was approved for Friday, January 25, 1974, at 2:10 p.m., Sixth Floor, Lisner Hall (Old Library) for the singular purpose of considering the All-University Assembly proposal.

- 7 Under Brief Statements, Professor Schmidt, Chairman of the Library Committee, asked that the following motion passed by the faculty of the Chemistry Department on November 16, 1973, be referred to the appropriate Senate Committee, presumably the Administrative Matters as They Affect the Faculty Committee:

I move that we ask our representatives on the Faculty Senate to determine, through the Senate, whether or not the administrative departments of the University are under the same type of budget restrictions that we are, and to what extent actual savings can be derived from the cut-back of 'excess' administrative personnel.

Professor Schmidt then advised the Senate that a new Faculty Loan Policy would be implemented January 1, 1974, by the University Library, incorporating various changes regarding faculty use of library materials - one such change would reduce the loan period from one year to one semester. Professor Schmidt, on behalf of the Library Committee, then submitted a memorandum dated December 10, 1973, with attached data sheets, to the Faculty Senate from the Library Committee concerning its response to President Elliott's memorandum to the Faculty Senate dated October 24, 1973, regarding "A Resolution to Improve Fiscal Support to the Library" (71/20) adopted, as amended, on December 8, 1972. Professor Schmidt reiterated the committee's appreciation of the "new house" for the Library but, nevertheless, it concluded that the President's report regarding Resolution 71/20 was unsatisfactory because (1) the School of Medicine was not included in the budget summaries for educational and general expenditures as required in reports to the U. S. Office of Education; (2) the debt service and additional physical plant expense for the new University Library were not separated from the basic library expenditures; and (3) with Item (2) subtracted from expenditures for the library, the library percentage of educational and general expenditures was too low. Professor Schmidt stressed the need for raising the level of the actual book collection aside from any services or housing of books, and stated that his committee would make a further recommendation possibly at the February Senate meeting concerning this matter. (The Library Committee's memorandum and data sheets are attached herewith and made a part of these minutes.)

President Elliott read the following statement in response to questions regarding what changes, if any, were being considered in the University's calendar for the current year:

Two unknowns make it impossible for us to predict the effects of the fuel shortage on the University. We have been unable to secure adequate information on possible supplies of fuel oil, and neither we nor anyone else can predict the weather. Therefore, we shall continue to follow the published calendar of the University until such time as weather or fuel require us to do otherwise.

The President then read a statement clarifying the University's policy on Equal Employment and Affirmative Action. (This statement is attached herewith and made a part of these minutes.) President Elliott stated that the University was committed to nondiscrimination and affirmative action to insure equal employment opportunity for all, and he suggested that questions regarding these matters be directed to Dr. Carl H. Walther, Equal Employment Opportunity officer for academic personnel.

- 3 Professor Naeser, on behalf of the Professional Ethics and Academic Freedom Committee gave a brief summary of comments which the committee had received and considered relating to the proposed revision to the Code. Professor Naeser suggested that the Senate resume its consideration of Section II-B concerning freedom of research which was postponed to this meeting since a question was raised regarding the University's Policy for Sponsored Research which curtailed freedom of investigation. After discussion by Professors Kaye, Naeser, Parrish, Cassidy, and President Elliott, Professor Naeser moved that the first sentence of Section II-B be amended by adding the words "except for such guidelines as shall be adopted from time to time by the Faculty Senate." Professor Stevens seconded the motion. A discussion followed by Professors Morgan, Naeser, Nash, and President Elliott. Professor Stevens moved that the first sentence of Section II-B be amended by adding the words "except for such guidelines as shall be adopted from time to time by the Faculty Senate and approved by the University administration." Professor Kirsch seconded the motion. Professor Grub asked if the words "from time to time" could be struck from the sentence, and Professor Stevens accepted his request. After discussion by Professors Highfill, Hill, Stevens, Nash, Naeser, Schwoerer, Morgan, President Elliott, and Provost Bright, President Elliott asked Professor Stevens if he would consider striking the word "administration" after "University" and Professor Stevens and Professor Kirsch agreed to this deletion. Further discussion followed by Professors Nash, Grub, Harris, Linden, Naeser, Highfill, Hill, Stevens, Parrish, Grub, Schwoerer, and President Elliott, and the amendment was put to a vote and was lost. After further discussion by Professors Nash, Naeser, Grub, and Cassidy, Professor Linden moved that the first sentence of Section II-B be amended to read "The University adheres to the principle of a faculty member's freedom of investigation." Professor Grub seconded the motion. Further discussion ensued by Professors Highfill, Linden, and Naeser, and the amendment was put to a vote and was lost. The question was called for on the original motion offered by Professor Naeser, a vote taken, and the motion to amend was lost. Professor Stevens moved that Section II-B in its entirety be re-referred back to the committee for rewording and for reconsideration by the Senate at its next meeting. Professor Morgan seconded. The motion to re-refer was passed unanimously.

Noting that Professor Stevenson, Parliamentarian, would be on a Leave of Absence during the Spring Semester as a Visiting Professor at Cornell Law School, President Elliott and the Senate members extended their thanks to him for his fine services as Parliamentarian.

- 8 The meeting was adjourned by President Elliott at 4:15 p.m., upon motion made and seconded.


Frederick R. Houser
Secretary

THE GEORGE WASHINGTON UNIVERSITY
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EQUAL EMPLOYMENT AND AFFIRMATIVE ACTION

(Statement by President Elliott presented to the Faculty Senate at its December 14, 1973, meeting.)

As we near the final stages of implementing the University's commitment to nondiscrimination and affirmative action to insure equal employment opportunity for all, it is appropriate to clarify the University's policy in that regard.

The basic policy of nondiscrimination is stated in the Faculty Handbook and in the Manual of Personnel Directives. Policy, principles, standards, and procedures generally applicable to academic personnel are set forth in the Faculty Code and Ordinances. Senate Resolutions 70/10 (A Resolution Concerning Criteria for Academic Tenure and Promotion in Academic Rank) and 69/12 (A Resolution Concerning Procedures for Making Decisions Affecting Faculty Status) provide for Faculty statements of guidelines relating to criteria and procedures, respectively, to implement the above policies. These statements of policy are reaffirmed at this time.

The University's program for affirmative action is currently undergoing extensive revision, under the auspices of the University Commission on Equal Opportunity. The new version will be made public after it has been approved by the appropriate faculty and administrative bodies.

In order to make more effective the general policies referred to previously, the following administrative policies have been approved:

(1) Recommendations for appointment, promotion, or tenure (for full-time members of the Faculty) cannot be approved unless the originating Department presents evidence of compliance with University policy, as embodied in the documents referenced above and in the University's commitments to affirmative action in employment.

(2) An offer of a Faculty position cannot be tendered until the EEO officer for academic personnel has been assured that the search pattern and selection procedures followed and criteria used in selection conform to University policy and to the requirements of Federal EEO law.

(3) The University will make public announcement of openings for academic appointments. These announcements should be designed to notify scholars in all parts of the country of the University's interest in examining the credentials of all persons who believe they may meet the University's standards of appointment. Exceptions from this policy must be approved by the Assistant Vice President for Academic Affairs (EEO officer for academic personnel).

Guidelines on procedures for recruitment of new faculty have been prepared and will be mailed to all deans, department chairmen, and academic administrative officers next week.

December 6, 1973

THE GEORGE WASHINGTON UNIVERSITY

INTERDEPARTMENTAL MEMORANDUM

Faculty Senate
Committee on
the Library

December 10, 1973

TO: The Faculty Senate

RE: Memorandum to the Faculty Senate from President Elliott dated October 24, 1973, in response to "Resolution to Improve Fiscal Support to the Library" (71/20) adopted as amended on December 8, 1972.

The foregoing memorandum is unsatisfactory for several reasons:

- (1) the School of Medicine is not included in the budget summaries for educational and general expenditures (E & G) as required in reports to the U. S. Office of Education,
- (2) debt service and additional physical plant expense for the new University Library are not separated from the basic library expenditures, and
- (3) with item (2) subtracted from expenditures for the library, the library percentage of E & G expenditures is too low.

The two attached sheets entitled respectively Library Support and 1972/73 Library Expenditures illustrate the compilation of data that we favor for future reports.

Wm. E. Schmidt
Chairman

Note: These conclusions were unanimously adopted at the last meeting of the full membership of the Committee on December 10, 1973.

GEORGE WASHINGTON UNIVERSITY

Library Support

<u>Fiscal Year</u>	<u>Total Library Operating Expenses</u> (1)	<u>Total University Educational and General Expenditures</u> (2)	<u>Library Percentage of E. & G. Expenditures</u>
1969/70	\$1,039,091	\$36,684,733	2.832
1970/71	1,222,240	40,404,179	3.025
1971/72	1,350,501	48,775,476	2.768
1972/73	1,380,571	54,764,973	2.529

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1. As reported to the U.S. Office of Education; includes Law, Medical, and University Libraries, and all funds expended regardless of source.
 2. As reported to USOE; includes Medical School.

1972/73

FISCAL OPERATIONS
Library Expenditures

	<u>Salaries</u>	<u>Wages</u>	<u>Books</u>	<u>Serials</u>	<u>A-V Materials</u>	<u>Binding</u>	<u>All Others⁽²⁾</u>	<u>Total</u>
<u>Law Library</u>								
207-030	\$103,632.67	\$ 39,995.47	\$ 11,000.00 ⁽¹⁾	\$ 64,117.16 ⁽¹⁾	\$	\$ 3,894.72	\$ 15,326.21	\$ 237,966.23
338-089 ⁽³⁾		4,880.00						4,880.00
807-030			10,000.00 ⁽¹⁾	15,928.26 ⁽¹⁾				25,928.26
807-031			2,200.00 ⁽¹⁾	491.96 ⁽¹⁾				2,691.96
850-025							257.11	257.11
Sub-totals	\$103,632.67	\$ 44,875.47	\$ 23,200.00 ⁽¹⁾	\$ 80,537.38 ⁽¹⁾	\$ 0	\$ 3,894.72	\$ 15,583.32	\$ 271,723.56
<u>Medical Library</u>								
450-015	\$ 93,711.12	\$ 17,837.39	\$ 17,982.11	\$ 48,706.55	\$5,204.83	\$ 8,668.91	\$ 19,203.86	\$ 211,314.77
405-130	9,952.24	3,967.11	811.82	5,011.09	70.00	893.46	1,934.95	22,640.67
870-015-948			1,623.00					1,623.00
870-015-949			570.68					570.68
Sub-totals	\$103,663.36	\$ 21,804.50	\$ 20,987.61	\$ 53,717.64	\$5,274.83	\$ 9,562.37	\$ 21,138.81	\$ 236,149.12
<u>University Library</u>								
301-000	\$379,569.18	\$126,179.32	\$122,590.08	\$101,327.71	\$	\$28,157.43	\$101,980.14	\$ 859,803.86
338-030 ⁽³⁾		259.20						259.20
799-920			10,028.55					10,028.55
799-950		45.00	148.00				(2,419.39)	(2,226.39)
850-005			1,051.80					1,051.80
850-006			819.70					819.70
850-007							1,313.70	1,313.70
850-020							1,647.55	1,647.55
Sub-totals	\$379,569.18	\$126,483.52	\$134,638.13	\$101,327.71	\$ 0	\$28,157.43	\$102,522.00	\$ 872,697.97
Totals (all libraries)	\$586,865.21	\$193,163.49	\$178,825.74	\$235,582.73	\$5,274.83	\$41,614.52	\$139,244.13	\$1,380,570.65

1. Estimated.

2. Includes staff benefits.

3. Not reflected as Library expenditures in University Treasurer's report.



Faculty Senate

December 19, 1973

Mrs. George F. Henigan
7858 Glenister Drive
Springfield, Virginia 22152

Dear Pam:

This is an official notice of an action taken by the Faculty Senate on Friday, December 14, 1973, but it is a notice filled with personal overtones. I was privileged to read the enclosed Memorial Resolution and it was the most difficult task ever to confront me in my years at George Washington. The entire University community was, indeed, deeply "shocked and saddened" by the news.

For me, George's loss can never be replaced.

Fondly,

Edwin L. Stevens
Chairman, Executive Committee
of the Faculty Senate

ELS/dt

Enclosure

THE
GEORGE
WASHINGTON
UNIVERSITY

Washington, D.C. 20006

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

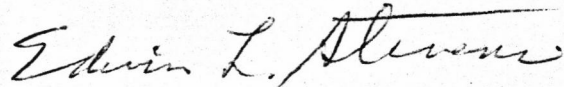
RESOLUTION CONCERNING THE DEATH OF PROFESSOR GEORGE FRANCIS HENIGAN

On Saturday, December 8, 1973, The George Washington University community was shocked and saddened by the news of the sudden and untimely death of Professor George Francis Henigan of the Department of Speech and Drama.

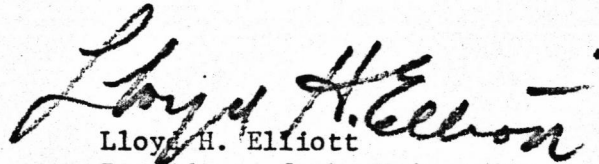
Professor Henigan joined the Faculty in 1947 and had served as the Director of Forensics for twenty-five years. On sixteen occasions he produced debate teams which qualified to represent the University in the National Championship Debate Tournament. Since February 1968, he had served as Chairman of the Department of Speech and Drama.

Professor Henigan was known by his students as a warm and understanding teacher who always had time to listen and offer encouragement. He was active in many curricular and extra-curricular activities during his tenure at George Washington University. He made a deep and abiding impression on the life of the University. Those of us who knew him, will miss him.

BE IT RESOLVED, Mr. Chairman, that these remarks be incorporated in the minutes of the Senate and a copy be sent to Professor Henigan's beloved widow, Palma.



Edwin L. Stevens
Professor of Speech
Chairman, Executive Committee
of the Faculty Senate



Lloyd H. Elliott
President of the University

December 14, 1973

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

December 5, 1973

The Faculty Senate

The Faculty Senate will meet on Friday, December 14, 1973, at 2:10 p.m. in the Faculty Conference Room on the sixth floor of Lisner Hall (Old Library).

AGENDA

1. Roll call to order

2. Minutes of the regular meeting of November 9, 1973

3. Old Business:

Reintroduction and further consideration of Resolution 73/7, "A RESOLUTION APPROVING REVISIONS TO THE FACULTY CODE AND ORDINANCES," Professor Charles R. Naeser, Chairman, Professional Ethics and Academic Freedom Committee

4. Resolutions:

A RESOLUTION CONCERNING HEALTH CARE BENEFITS (73/9), Professor Lois G. Schwoerer, Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee

5. General Business:

Nomination for election of Joseph Foa, Professor of Engineering and Applied Science, as Chairman of the Physical Facilities Committee as replacement for Professor Marvin Eisenberg, who resigned from the committee

6. Announcements:

Call of Special Meeting of the Faculty Senate for January 25, 1974, at 2:10 p.m., Sixth Floor, Lisner Hall (Old Library) by Executive Committee for the purpose of considering the All-University Assembly proposal

7. Brief Statements

8. Adjournment


Frederick R. Houser
Secretary

A RESOLUTION CONCERNING HEALTH CARE BENEFITS (73/9)

WHEREAS, The opinions of the Faculty of The George Washington University on the basic health care benefits program were, pursuant to the request of the Faculty Senate, polled by the Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee; and

WHEREAS, Two-thirds of the respondents expressed the view that The George Washington University should defray at least 50% of the financial costs of the current basic health care program and of any plan which may be substituted for it, as an additional faculty benefit; therefore,

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate recommends to the President of The George Washington University that the University contribute to the costs of the current and any future basic health care program as an additional faculty benefit.

Committee on Appointment, Salary and Promotion
Policies (including Fringe Benefits)
November 26, 1973